

Memorandum of Agreement

This agreement is between the U.S. Department of Education (Employer), Student Financial Assistance (SFA) and the American Federation of Government Employees, AFL-CIO, Council 252 (Union), collectively known as the Parties. This agreement is entered into by the Parties pursuant to Article 8 of the Parties' Collective Bargaining Agreement and sets forth the Parties' understanding regarding various issues related to the twelve (12) adversely affected employees in the Partner Systems Liaison office of the Financial Partners Channel.

The Parties understand and agree to the following as it relates to the affected employees:

The Parties recognize that SFA has placed eight (8) of the affected employees and agrees to reassign the remaining four (4) employees to positions at comparable skill and grade levels within 90 days from the effective date of this agreement.

The four (4) remaining employees may apply for any SFA posted vacant positions or unfilled positions identified by SFA management at comparable skill and grade level. Affected employees applying for these positions will be given priority consideration by SFA management until such time that they are reassigned to permanent positions.

SFA agrees to assist employees to obtain voluntary counseling services to assist in:

- ◆ coping with transition
- ◆ outplacement
- ◆ determining options such as retirement eligibility or skill/qualification evaluation

The Parties agree to create a union-management panel to address and attempt to resolve any employee initiated questions or disputes that arise from this agreement. By consensus the panel may grant individual employees priority consideration or take other appropriate steps to resolve disputes. The Panel will expire 150 days from the effective date of this agreement.

Both Parties agree that this MOA addresses only those issues related to the twelve (12) affected employees identified in Paragraph #1 of this agreement. It does not address transition issues in other areas of SFA.

The terms and arrangements contained in this agreement will expire 180 days from the effective date of this agreement.

For the Union:

For the Employer:

AFGE, Council 252

Date

SFA

Date

ADDENDUM

The following twelve (12) employees in the Partner Systems Liaison office of the Financial Partners Channel are covered by the Memorandum of Agreement:

Roz Adams
Anna Allen
George Allen
Jackie Anderson
Emmanual Bundy
Steve Martus
Ruth McIntyre
Cynthia Mills
Brenda Price
Courtland Smith
Willie Sutton
Calvin Whitaker